

Diversity, Equity, Inclusion Group:

- We know what the roadblocks are
- Cost and time, primarily
- Lack of resources leads to data that tends to portray averages and stereotypes
- Storytelling can help elucidate individuals, complexity
- Not only storytelling in terms of the individual respondents, but also storytelling of the data
- This is a remedy and will help us contextualize the nuance in the data we are missing
- Also discussed the value of mixed methods
- Talked about representation
- Whose responsibility is representation?
- Most of us come from narrow backgrounds and fields
- There is a need for more training of people in the value of representation in the data design and collection process
- Fluidity of the naming of identities
- Talked in particular about the issues of multiplicities of the determinants of inequities in data
- Talent pipeline also crucially important for diversity, equity, inclusion, representation



- How to best partner with diverse communities as opposed to extractive research?

→ Community-driven research: "what do you need?"

- How does the individual identified as opposed to what "we" defined them to be? No one fits into a neat box every time

(in our models/in practice)

→ ~~Models/matrix~~ How to define racism? Proxies?

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2) Representation

throughout entire process

- Countering effects of Structures, Capitalism
- Sample sizes, small cells
- Privacy issues
- Measurement of higher-level Constructs

Changes in how identity defined —
Always playing catch up.

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CHALLENGES

OP SOURCE & COST OF DATA

- TRANSLATIONS FOR INCLUSION
- NEED MORE MONEY FOR GRANTS
- RECRUIT & RETAIN MEMBERS OF DISADVANTAGED GROUPS
- DIVERSE SURVEYS | COST MORE MONEY
| TAKE MORE TIME

& AVERAGES ARE DECEPTIVE

- Average Response may improve
BUT DRIVEN BY MAJORITY GROUP MEMBERS
- ADOPT STORYTELLING
 - OF THE DATA
 - OF RESPONDENTS

& BE INCLUSIVE FROM DESIGN

- DIVERSE GROUP OF INTERVIEWERS
- COG TESTING.

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